

Associate Pastor of Worship and Youth Ministries (Full Time)

Cedar Park Church

Job Description

Working Relationships

- Reports to the Lead Pastor and is supported by the Administrative Assistant
- Works with a Worship Advisory Committee and Youth Advisory Committee that will consist of individuals who reflect a broad range of interests and abilities as they relate to the various aspects of the worship and youth ministries
- Works with and mentors ministry leaders, interns and key volunteers in the area of worship and youth ministry

Responsibilities

- With input from the Lead Pastor and key stakeholders, develop, shape and implement the worship and youth ministries
- Organize and lead both the Worship Advisory and Youth Advisory Committees, hosting regular meetings and implementing an effective system for open communication and feedback
- Recruit, lead, and support the worship ministry team to:
 - Develop and implement a strategy to oversee the congregation's thoughtful, creative, and multigenerational involvement in services
 - Work with Administrative Assistant to select and schedule worship leaders, worship teams, readers, etc.
 - Oversee the repertoire of songs at Cedar Park Church; introducing and integrating new music while incorporating the best of the old
 - Plan special services with the Lead Pastor, with logistical support from the Administrative Assistant (i.e., Ash Wednesday, Christmas Eve, Palm Sunday, Good Friday, Easter, etc.)
- Recruit, train, mentor and provide leadership to ministry leaders, interns, musicians and volunteers.
- Lead weekly design team meeting to review previous service and plan services two weeks in advance
- With input from the Lead Pastor and key stakeholders, create a long-term strategy that accounts for the inherent challenges of establishing a vision for the youth ministry and identifies effective ways to account for growth and change
- Help plan, develop, and implement all aspects of a balanced youth ministry in the areas of group building, worship, discipleship, mission, and outreach
- Build an ethos of intentional and on-going discipleship among youth and their parental figures and create opportunities at every stage not only to encourage participation but also leadership (service) in the ministry
- Be available to youth in a variety of ways (i.e. visitation, times of crisis, etc.)
- Communicate the overall vision for the worship and youth ministries to the congregation that includes an emphasis on an integrated and holistic approach
- Attend appropriate church meetings (AGM, Church in Ministry, etc.) and set and administer an annual budget for the worship and youth ministries

Qualities and Skills:

- Must have a clear testimony of faith in Jesus Christ and a passionate, growing, personal relationship with God
- Must be in agreement with the Mennonite Brethren confession of faith
- Must have practical experience in developing, implementing and leading worship and youth ministries
- Must have practical experience in planning worship services and in participating and leading vocal and instrumental worship teams
- Must demonstrate excellence in vocal and music performance and should be proficient in guitar, piano, or another instrument
- Must possess a well-rounded knowledge of church music, both traditional and contemporary
- Must be organized, flexible and have not only the ability to but also the desire to collaborate with other ministry leaders, musicians and volunteers
- Should have an understanding that worship is broader than music, but also includes scripture readings, prayer, sacraments, art and décor, media and dramatic arts and have the ability to incorporate these elements into a meaningful experience for congregants
- Should be creative and flexible and demonstrate sensitivity and respect for the diversity of different worship styles in order to create a robust and vibrant worship model
- Must be an encourager and motivator and possess the ability to create an atmosphere in which others feel confident and prepared to carry out their ministry
- Must have the ability to identify and cultivate the gifts of others
- Must have flexibility and a spirit of collaboration
- A degree or some formal education in biblical studies is preferred

Support

Will meet regularly with the Lead Pastor for supervision, pastoral care, and leadership development

Ministry Evaluation/Assessment

In order to assess the performance of the Associate Pastor of Worship and Youth Ministries, a pastoral evaluation will be conducted every 24 months. This evaluation will be co-coordinated by the Lead Pastor and will incorporate feedback from members of the Worship and Youth Advisory Committees, ministry leaders, the church board, and other members of Cedar Park Church. This evaluation is to be conducted in a positive fashion that is designed to provide positive feedback, as well as identify areas where improvement may be achieved.

A less formal assessment involving the church board and the pastors will also take place on an annual basis.

Other Considerations

Cedar Park believes that roles are related to gifts rather than gender. All are encouraged to apply. In the near future, Cedar Park will be looking to add additional staff in the area of Children's ministry. While we are currently looking for one fulltime staff person to oversee worship and youth, other staff configurations may be possible.

November 27, 2018